



# **Introduction to INTEGRATED LEARNING ENVIRONMENT**



**NPDC**

NAVAL PERSONNEL DEVELOPMENT COMMAND

**March 2003**

**Learning Center  
Center of the Training  
Universe**

# FY04 BAM Goals

TRANSFORMATION GOAL	GUARANTEE D	FYDP GOAL
Increase E-Learning Opportunities	20%	50%
Reduce TTE Costs Using Simulation	15%	40%
Reduce Military and Civilian Manpower	10% / 5%	20% / 15%
Reduce Training Infrastructure	10%	20%
Reduce Total Time-to-Train	15%	30%
Reduce the Individual's Account	\$2.5B	\$3.0B
Reduce Total Number of Courses	15%	30%
Reduce Fleet and BUPERS TAD	\$200M	\$250M
Provide All Recruits with ISP Accounts	100%	100%

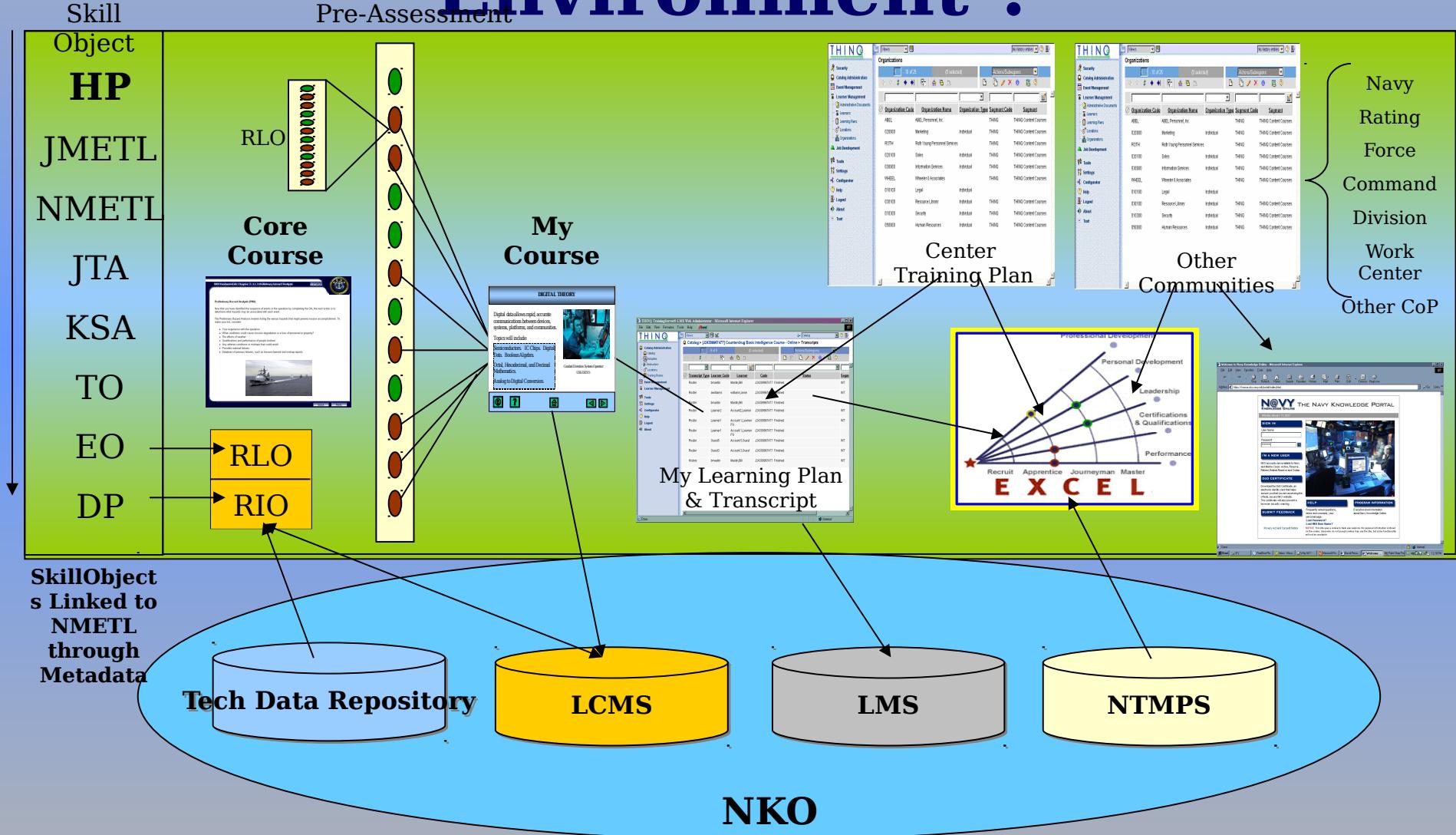
# CNO Guidance for 2003

- Increase e-Learning opportunities by 20%
- Decrease Technical Training Equipment costs by 15%
- Optimize instructor to student ratios
- Accelerate Time-to-Train by 15%
- Reduction in the number of courses by 15%

# IA REDUCTION GOALS

Learning Center	FY02 Baseline	FY03	FY04	FY05	FY06	FY07	FY08	FY09	Total Reduction
Aviation	3,824	326	259	281	335	385	384	510	2,480
Combat Systems	3,690	316	251	272	324	371	370	489	2,393
Naval Eng	2,522	218	176	185	223	256	254	331	1,643
Submarine	1,348	119	93	101	121	139	138	183	894
Cryptology	1,773	156	122	131	154	181	179	238	1,161
Service Support	1,099	95	76	82	97	113	112	151	726
Information Technology	689	62	47	52	61	69	72	94	457
Surface Operation	649	56	45	49	58	66	69	86	429
SeaBees & Facility	571	50	41	43	51	59	61	76	381
SWOS	377	23	27	27	35	39	39	51	241
EOD/Dive	323	29	24	23	28	33	35	43	215
Intelligence	237	22	16	17	21	24	24	32	156
Personal Development	98	8	7	7	8	10	10	13	63

# Why an Integrated Learning Environment ?



# Integrated Learning Environment

## Overarching IPT

Responsibility Component \ Lead	Program Mgmt.	Contract Mgmt.	Systems Engineering	Logistics	Financial Mgmt.	Content Mgmt.	Human Performance	Center
LEAD	Dean Norman	Fred Barranger	Bruce Bare	Janie Baskin	Mike Coyle	Frankie Jeffery	Tim Whitten	
LMS	Peg David							
LCMS	Mike Meaney							
NKO	Captain Kantner							
AIM	Alan Litz							
NETS (data warehouse)	Dave Peper							
Instructor Led WBT	Post Graduate School							
Technical Data KM	Joe Garner							
5V Model	Capt Bertsch							
Skills net	NAVMAC (Paul Jones)							

# ILE MANAGEMENT STRUCTURE

**ILE Overarching Integrated Product  
Team (OIPT)**

- Chaired by NPDC - Representation from NETC N6 & N9, HPC and Project Managers
- Define/Communicate Roles, Business Rules, Workflow and Processes
- Integrate Hardware and Software Systems
- Strategy for Integrated Capability, Product Improvement & Life Cycle Support
- Work with NWC, NPS, NSTC and CNATRA to Provide:
  - Content Standardization
  - Authoring Tools
  - Product and Acquisition Consolidation
  - Instructional Strategies and Methods
- ILE OIPT Functions & Systems
  - Similar to Large Acquisition Program Management Approach
- ILE OIPT Functional Area Responsibilities

# Business Rules

- Address Total Time To Train
  - Awaiting Instruction / Awaiting Transfer
  - Detailer Communications
  - Time on Task (use whole training day)
- Relevancy
- Center Course Management replaces CCMM
- Contract Instruction
  - New Strategies

# Contracts

- Services
  - Instructors
  - Maintenance and COMS
- Content / Simulation
  - Industry Days - 25-26 March - Norfolk
  - Contractor Development Roles

# FY 2003 Transition Year Goals

- Meet IA Reductions
- Introduce and formalize ILE Strategy
  - Fundamentally new way of doing business
    - Center as the “Center of the Training Universe”
    - Learner-Based training
    - New Training Strategies Enabled by Content Development Paradigm Shift
  - SIM and Content Contracts in place
  - Document new Business Rules
  - Connect ILE Systems
  - Prepare Workforce

# Integrated Learning Environment

- Is not just supporting NPDC, HPC and Centers
- Is not just the CNET Enterprise
- Is not just NKO
- Is not just VTT
- Is not just AIM II
- Is not just Navy E.Learning
- Is not just NILARS
- Is not just CeTars/NTMPS

**It is all of these and more.....**

# INTEGRATED LEARNING ENVIRONMENT

*ILE Strategy Brings Together  
the Program Management and  
Integration of Processes,  
Products and People to Design  
and Deploy the Right Content at  
the Time of Need...*

# The ILE

**DELIVERS**

- Job Performance Aids
- Performance Support
- E Learning Courses
- Tech Publications
- Training Materials
- Reference Materials
- Education Courses
- Reach Back via Chat/Email

**PROVIDES**

- Knowledge Management
- Learner Management
- Content Management
- Rapid Content Development
- Intelligent Delivery

**ASSURES**

- Content tied to Readiness & the 5 Vector Career Model
- Accessibility
- Content which is Relevant, Current, Accurate, and Engaging
- Business Efficiency

# NKO the ILE Portal

https://wwwa.nko.navy.mil/portal/index.jhtml

**N@VY KNOWLEDGE ONLINE** THE NAVY KNOWLEDGE PORTAL

Wednesday January 22, 2003

**SIGN IN**

User Name:

Password:

**I'M A NEW USER**

NKO accounts are available to Navy and Marine Corps: Active, Reserve, Retired, Retired Reserve and Civilian.

**DoD CERTIFICATE**

Download the DoD Certificate, an electronic identity card that helps assure you that you are accessing the official, secure NKO website. This certificate will also prevent a browser security warning.

**SUBMIT FEEDBACK**

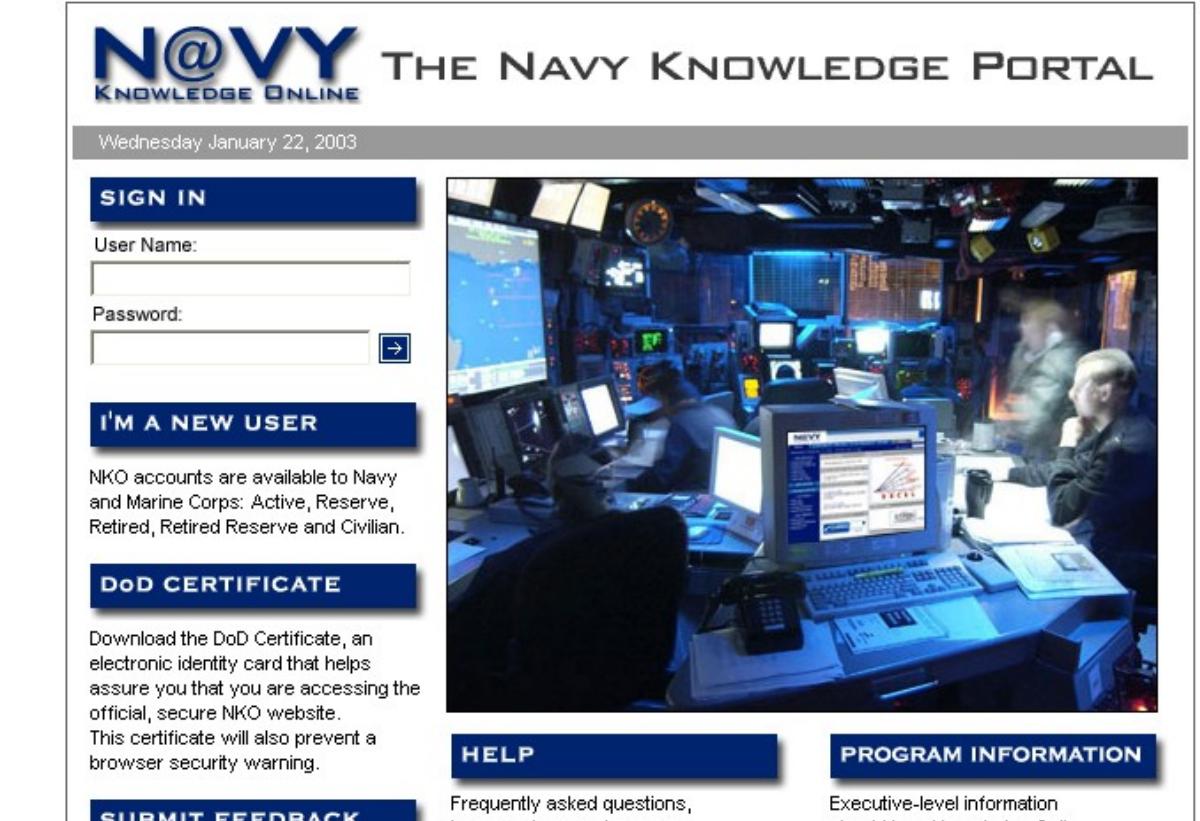
Privacy Act and Consent Notice

**HELP**

Frequently asked questions, terms and concepts, your personal page.  
[Lost Password?](#)  
[Lost NKO User Name?](#)

**PROGRAM INFORMATION**

Executive-level information about Navy Knowledge Online.



**Single Access Point  
Single Sign-on**

# NKO the ILE Portal

Channels AOL Keyword [https://www.nko.navy.mil/portal/jhtml/community.jhtml?home=true&index=0&community=SACC\\_n](https://www.nko.navy.mil/portal/jhtml/community.jhtml?home=true&index=0&community=SACC_n) Go

**N@VY KNOWLEDGE ONLINE**

LEARN | GROW |

Home Leadership Pers Dev My Center Collaborate

Wednesday January 22, 2003 - mary.f.bratton-jeffery is logged on

Site Se...

**NKO SERVICES**

- Instant Messenger
- Collaboration Center
- NKO Message Boards
- NKO Chat
- NKO Search
- NKO Feedback
- NKO White Pages

**CENTERS**

- Aviation Tech Trng
- Cryptography
- EOD/Diving
- Info Technology
- Intelligence
- Naval Engineering
- Naval Leadership
- Personal Development
- Seabees / Fac. Eng.
- Service Support
- Submarine Learning
- Surface Combat Sys
- Force Health Prot  
(Coming Soon)
- Surface Ops (Coming Feb 03)

**My Announcements**

- Are you aware that you can upload up to 50 MB of personal work files into the Enterprise Collaboration Center (ECC) in the Personal and Teams Knowledge Centers in order to collaborate with your work teams?

**My Center News**

You have selected not to affiliate with a Center of Excellence. The default "My Center" portal page is "My Education." If you would like to affiliate with a different Center, you may do so at any time by selecting "My NKO Profile" on the left hand sidebar.

**Electronic Training Jacket Login**

**e**lectronic TRAINING JACKET

**E-Learning Catalog Search**

**e**NAVY learning    
When searching courses, use:  
 Title Only  All Text

**My Career**

Sample graphic and data

**What's New at NKO**

**NEW Your Electronic T** Active Duty: View your in data through your Electro

**NEW Message Boards** Message Boards are ava NKO Message Boards in

**NEW Instant Messagir** Secure, encrypted Instan configured to automatical

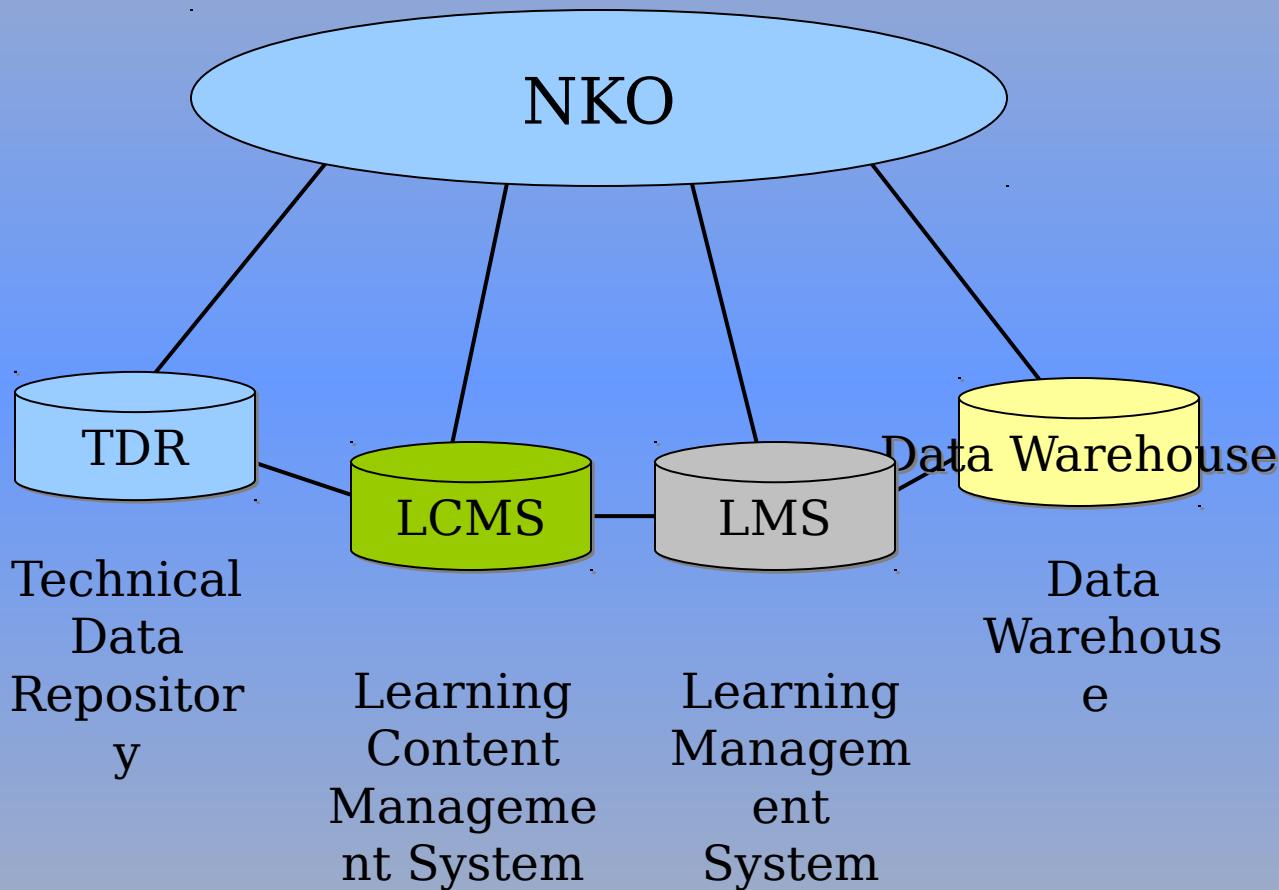
## ILE Provides Seamless Access to:

- NKO
- Navy E-learning
- Learning Centers
- Communities of Practice
- Learner Management Tools

➤ Learning Plans

- Content Management Tools

# Integrated Learning Environment



# The Way Ahead

- ILE Roles and Training
  - Training to develop RLOs using enterprise Learning Content Management System
  - Workshops to develop Learning Plans using the enterprise Learning Management System
  - Implementing initial infrastructure to support enterprise-wide content development and learning plan development
  - Integration with NKO and Single Sign On
- Contracts
  - Services
    - Instructors
    - Maintenance and COMS
  - Content / Simulation
    - Industry Days 25-26 Mar; Norfolk
    - Contractor Development Roles
- Transition Year

# The Way Ahead

- Defining Business Rules
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# Dynamic Learning Team

# Learning Center

## Process



**DLT Team Lead**

**Content Director**

**The Team collaborates virtually**

# Learning

- Acquisition of knowledge or skills

## Dynamic Learning

- **Active and situated learning engagements/events adaptive through multiple formats for the purposes of:**
  - Increasing learner control & responsibility
  - Providing flexible learning alternatives
  - Generating higher levels of interaction and collaboration
  - Establishing a forum in which all are engaged in learning
  - Reducing the gap between ideal learning environment and the natural performance environment

# The Systems

## Learning Management System (LMS)

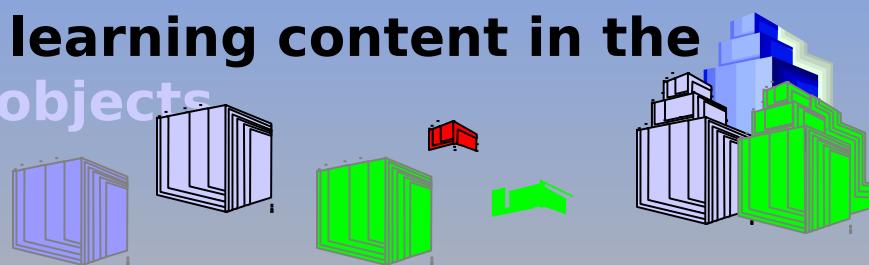


- Enterprise software used to manage learning activities through the ability to catalog, register, and track learners

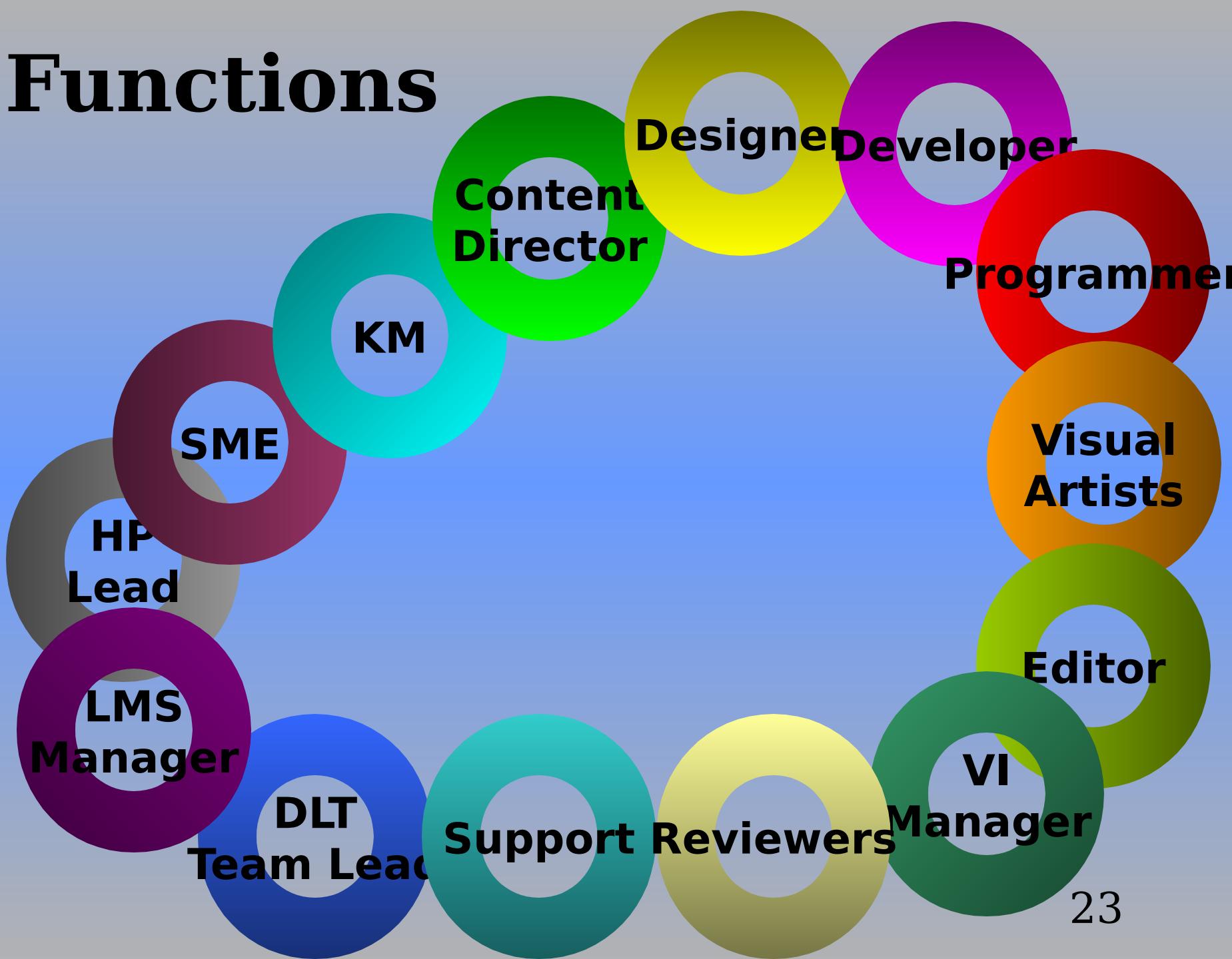


## Learning Content Management System (LCM)

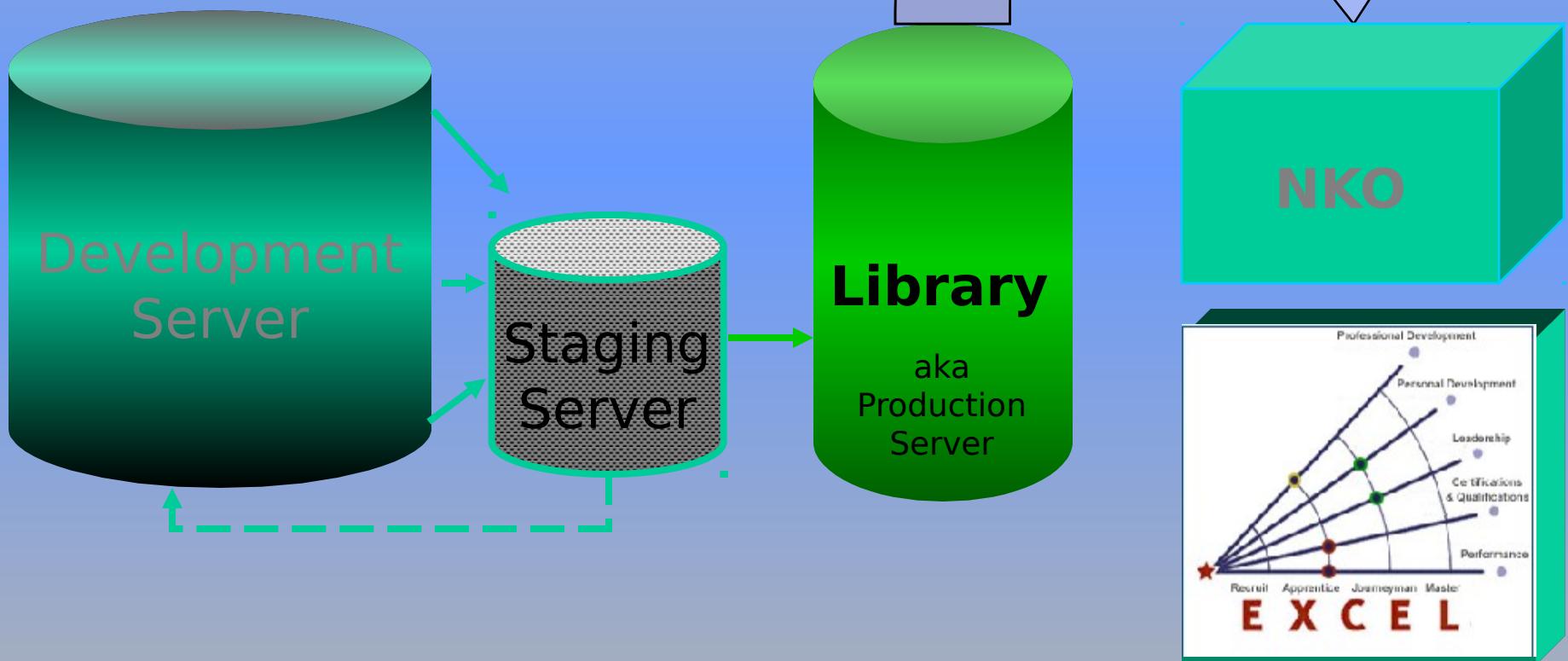
- Multi-user enterprise software that allows organizations to author, store, assemble, personalize, and maintain learning content in the form of reusable learning objects



# Functions



# The Navy's Development Process



# DLT Goals – Near Term

- Train 50 DLT Core developers
- Host virtual information sessions
- Assist Learning Centers
- Develop RLOs for broad application
- Assist those responsible for instructions with the new model

# DLT Goals - Long Range

- Model the vision of learning in a virtual world by applying technology to our business practices
- Develop a communication plan to share the vision, goals, direction & successes
- Provide direct support to the LCs in achieving IA goals and course reductions
- Develop courses that are Effective (based on current learning theories), Efficient (appropriate learning methodologies), Engaging (based on motivation and adult learning theories), and increase blended learning opportunities

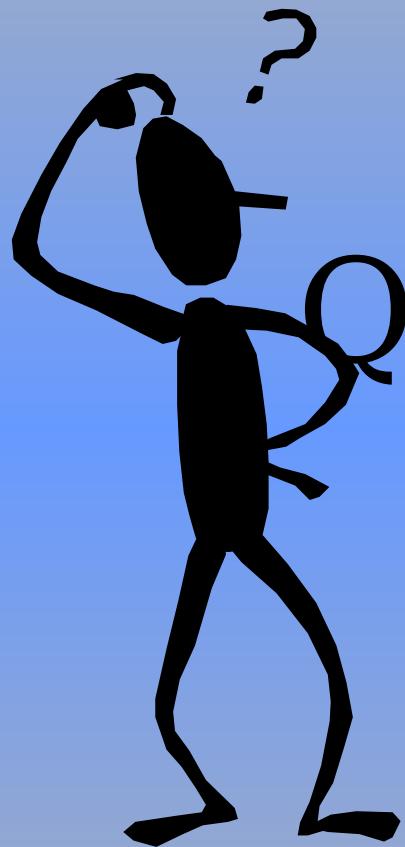
# Immediate Assist to the LCs

- The Core DLT has available experts in each of the DLT areas
- Expertise is “on call” or virtual

## **FOR MORE INFO...**

POC for DLT Training: Mary Arthur, 850-452-1001, ext 1835  
or

DLT On Call: Kelsey Henderson, 850-452-1001, ext 1720



# Questions?